

## **MENOPAUSE POLICY**

### ***INTRODUCTION***

Menopause is the time during a woman's life when menstruation periods permanently stop. The purpose of this policy is to assist with creating an open and honest workplace where managers and colleagues can discuss any issues associated with the menopause, and to ensure the necessary support is known and offered to colleagues when needed.

### ***EFFECTS OF MENOPAUSE***

Physical symptoms of the menopause can include the following:

- hot flushes
- insomnia
- fatigue
- poor concentration
- headaches
- skin irritation
- urinary problems

As a result of the above, or as an extension of the hormone imbalance, individuals going through the menopause can also experience psychological difficulties, including:

- depression
- anxiety
- panic attacks
- mood swings
- irritability
- problems with memory
- loss of confidence

It is also commonly acknowledged that Hormone Replacement Therapy, medication which is often prescribed for menopause, can have side effects which cause problems at work. These include nausea, headaches and leg cramps.

### ***COMMUNICATION***

It is important that you prioritise your personal health and wellbeing. If you are struggling with any aspect of your role as a result of symptoms associated with the menopause, you should report any concerns you may have to your manager, who will treat the matter with complete confidence. In order to ensure we can provide you with the best support possible we encourage you to be open and honest in these conversations.

Alternatively, your manager may instigate a discussion with you if he/she notices a change in your behaviour or performance.

We understand that you may feel uncomfortable discussing personal information with your manager. If this is the case you are encouraged to discuss your situation with another member of the management team or HR.

During any discussions, your manager will consider your individual situation and evaluate if any adjustments can be made. Your individual needs will be addressed sensitively and confidentiality will be maintained.



Managers will also arrange follow up sessions in order to evaluate the effectiveness of any adjustments put in place.

### ***MAKING ADJUSTMENTS TO YOUR ROLE***

In order to assist you in your daily duties, your manager will explore making adjustments to your role or working environment with the aim of reducing the effect that the menopause is having on you. We acknowledge that the menopause affects each individual in different ways so no adjustment will be made without fully discussing it with you first.

Examples of adjustments include:

- changing your working location so you are closer to toilet facilities, away from hot and cold spots around the office or to ensure greater access to natural light
- allowing changes to our normal rules on work wear
- implementing further temperature control, such as access to a fan
- assessing how work is allocated and whether you are affected at particular points of the day
- allowing additional rest breaks
- considering flexible working hours or allowing you to work from home (if possible)

Once the adjustments are agreed, they will be reviewed on an ongoing basis to ensure they are having the required effect.

The Company is legally obliged by the Equality Act to make reasonable adjustments to a colleague's role or working conditions if they have a disability that places them at a disadvantage when performing their role and we will ensure compliance with our obligations in this regard.

### ***TRAINING***

We ensure that all levels of management are trained on the effects of menopause, how to hold discussions with colleagues who are experiencing menopause and adjustments that can be made to a colleague role in order to remove or lessen any effects the colleague is experiencing.

### ***BEHAVIOUR OF OTHERS***

There is an expectation on all colleagues to conduct themselves in a helpful and open-minded manner towards colleagues.

We maintain a zero-tolerance approach to bullying and harassment and will treat any and all complaints seriously. If you feel that you have been mistreated in any way by a colleague because of matters related to the menopause, please make your concerns known to your manager or directly to HR.

### ***EMPLOYEE ASSISTANCE PROGRAMME (EAP)***

All colleagues have access to a confidential Employee Assistance Programme (EAP) that provide advice and guidance for colleagues that would like support during menopause, including counselling telephone service. For more details, contact your manager or HR.